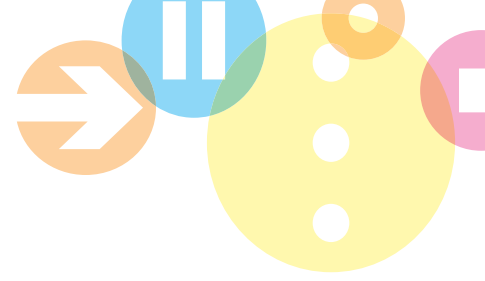


# Helping teams transition to a hybrid model of working



*To sustain an inclusive culture, team members need to feel comfortable to demonstrate vulnerability and empathy, and leaders need to have taken time to understand their team's individual needs and concerns.*

Corporate Research  
forum, 2021

## The high performing hybrid team

### PROGRAMME OUTLINE:

The pandemic propelled the world into remote working and during the height of the pandemic nearly half of all employees have worked from home. There have been significant benefits for some, but many have experienced higher levels of **stress and anxiety**, higher rates of **isolation and loneliness** and teams that have felt **brittle and fractured**.

As the pandemic subsides, many of us can't wait to return to the office to reconnect with our teams. However, working from home has provided many people with improved work/life balance, and a quarter of employees expect to

spend more time working from home in the future (Corporate Research forum, 2021). We are moving to a world where **flexible working** will become the norm with many more teams adopting a **hybrid model** of working.

To make the transition, teams will have to quickly navigate the complexity of managing the flow of work, the rules of engagement and the very real risk of **'in and out'** group behaviours. Teams will need to develop even greater levels of **cohesion, collaboration and effective communication** between team members who may well be working asynchronously

across different time zones. Team members will need to work together to quickly establish **psychological safety**, and develop the mindsets, behaviours and ways of interacting that ensure **inclusivity and fairness** and mitigate the risks of **unconscious bias**.

This series of team coaching sessions is designed to help teams work together to co-create the future working practices that ensure they maximise the potential benefits to productivity and well-being that hybrid working can offer and continue to adjust and evolve their model over time.

Sessions are bespoke according to the needs of the team and are likely to focus on some of the following:

- *Aligning around a collective shared purpose, clear goals, roles, responsibilities and expectations.*
- *Establishing effective work practices that ensure task cohesion and productivity.*
- *Building the foundations for psychological safety, trust and connection.*
- *Creating a team charter establishing the mindsets and behaviour for collaboration and inclusivity.*
- *Managing biases and ensuring diversity of thinking is utilised for the benefit for the team.*
- *Establishing team meeting practices that enhance effective communication, open information sharing (between virtual and in-person team members) and the ground rules that ensure all voices are sought and everyone's contribution is heard and valued.*
- *Developing resilience practices and the team's ability to continue to learn and try new things, allowing the hybrid model to continually evolve.*

### PROGRAMME FORMAT AND DURATION:

The programme is run over two to three sessions depending on team requirements. Each session is 2–3 hours long. Can be run virtually so participants can join from anywhere.

### GROUP SIZE:

Suitable for all sizes of team.

**For more information, send an email to [info@designed4success.co.uk](mailto:info@designed4success.co.uk) or call us on +44 (131) 357 0369**